

29 August 1978

CSC

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MEMORANDUM FOR: Legislative Counsel

FROM:

[Redacted]

Assistant Legislative Counsel

SUBJECT: S. 2640, the Civil Service Reform Act

1. As noted in a memorandum prepared by the undersigned on 25 August 1978, the Senate last week passed their version of the President's Civil Service Reform Act. The following, for your information, is a very brief precis of the most important sections of that bill and their anticipated affect, if any, on this Agency.

2. In general the bill, as a total reorganization of the Civil Service:

--Provides for an independent Merit Systems Protection Board and special counsel to adjudicate employee appeals and serve as the "watchdog" of the merit system;

--Provides new protection for employees ("whistle-blowers") who disclose illegal or improper Government conduct or activities;

--Empowers a new Office of Personnel Management (OPM) to supervise personnel management in most agencies comprising the Executive Branch;

--Establish principles whereby decisions on promotions, pay or employee discipline be based solely on performance;

--Creates new standards for employee dismissals as well as streamlining the process for dismissal;

--Creates a new Senior Executive Service (employees above the grade of GS-15) whereby tenure and rewards will be based on accomplishment;

--Authorizes the OPM to conduct research in public management;

--Creates a new statutory base for improvement of labor-management relations including the establishment of the Federal Labor Relations Authority (FLRA).